Safety and Occupational Health Career Program Update

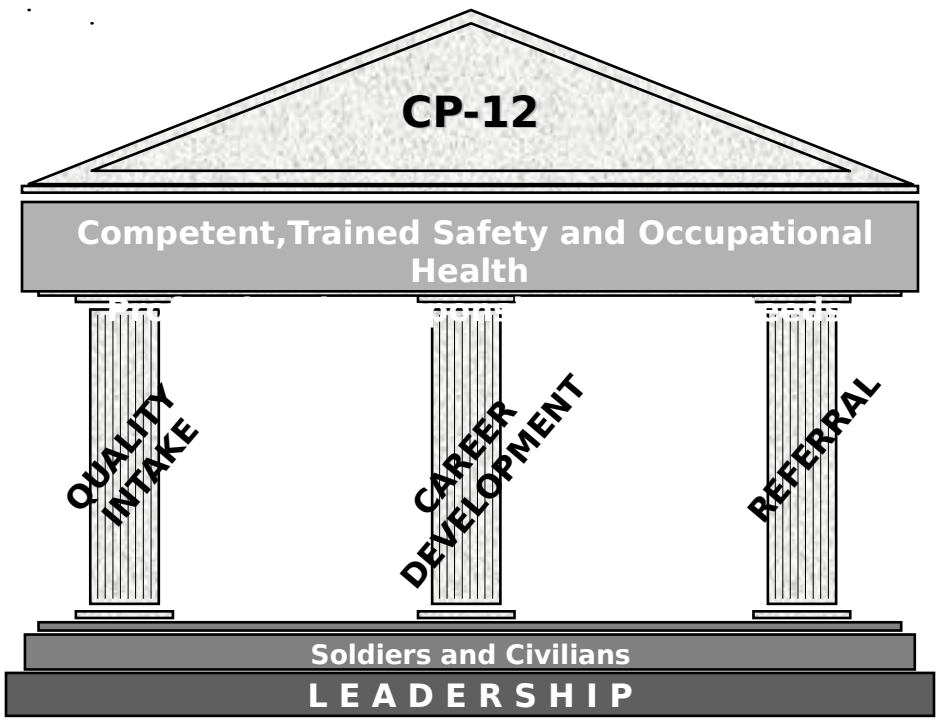
Tri-Service Safety Conference 2005

Garmisch-Partenkirchen, Germany
April 4-8, 2005

Mr. James T. Patton
Functional Chief Representative

Assistant Secretary of the Army (Installations and Environment)

Deputy Assistant Secretary of the Army for Environment, Safety and Occupational Health



- Mission: Develop ***professional*** DA civilians focused on ***assisting*** commanders, directors and other leaders to ***protect the force*** through ***risk management*** to enhance Army ***mission accomplishment.***

- Strategy: Ensure the ***right mix*** of people with the ***right skills and expertise*** at the ***right locations***.
  - 0018 0690 0803 1306
  - Technical, Management, Leadership
  - Army, MACOM, Installations, Activities

- Goals:
  - ***Recruit Quality People***
  - ***Educate, Train, Develop***

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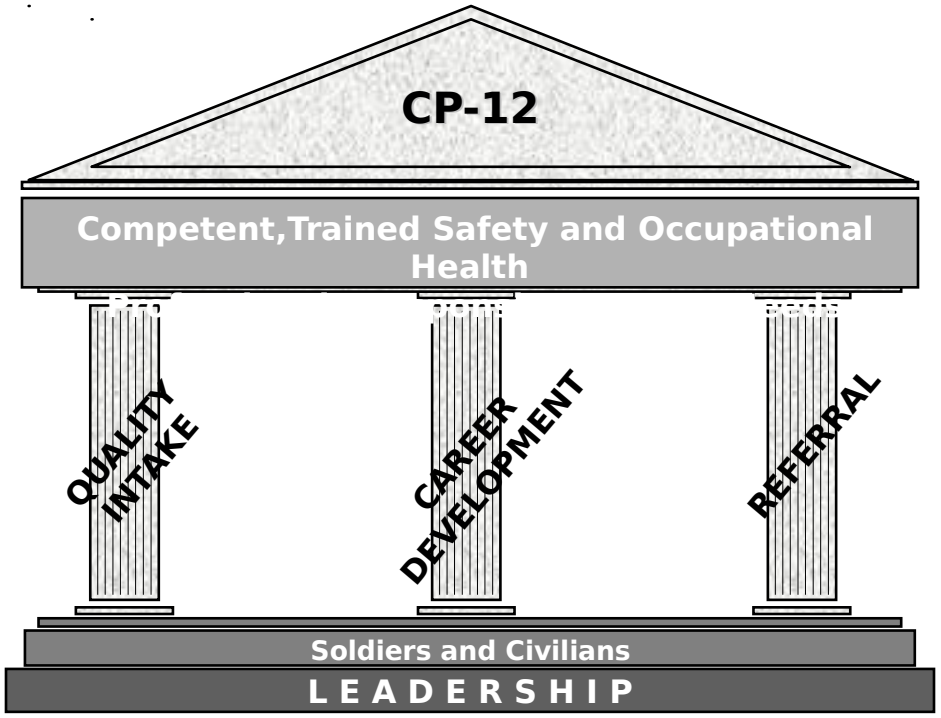

Career Program Management Structure

Functional Chief	Mr. Ray Fatz
Functional Chief Rep	Mr. James Patton
Functional Chief Rep	Ms. Donna Doganiero
Career Program Mgr	Dr. Brenda Miller
Career Program Mgr	Ms. Sandy Monk
CP12 Planning Board Directors	MACOM
Saf Engr Functional Rep	Susan Jervis
Health Physics Func Rep	Greg Komp
Activity/Installation Career Program Managers	

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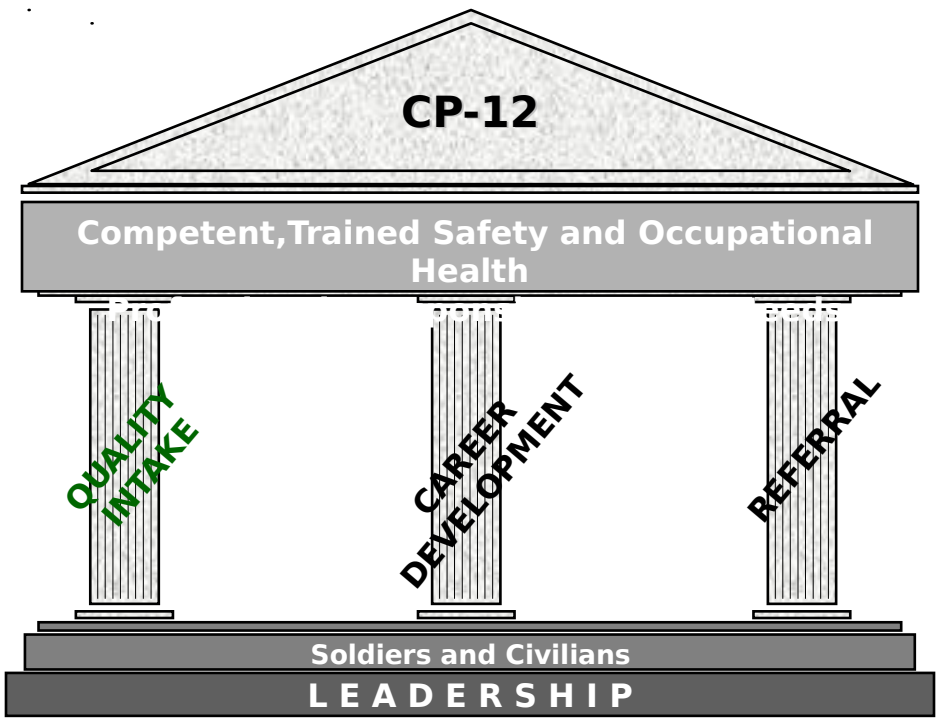

- 74 interns on board in FY05 – the largest group of interns since at least 1990.
- Providing the Army with the right mix of interns – Safety Specialists (50), Industrial Hygienists (10), Safety Engineers (14) and Health Physicists; males and females; minorities.
- Providing interns with advanced education and credentials tailored to the Army's needs (accreditation of intern program for graduate credits, safety engineer interns masters degree program and certification (CSHO).
- Placing these interns throughout the Army where they will make a difference:
  - FORSCOM, USARPAC and USAREUR brigade-level to support our Soldiers
  - IMA to enhance installation

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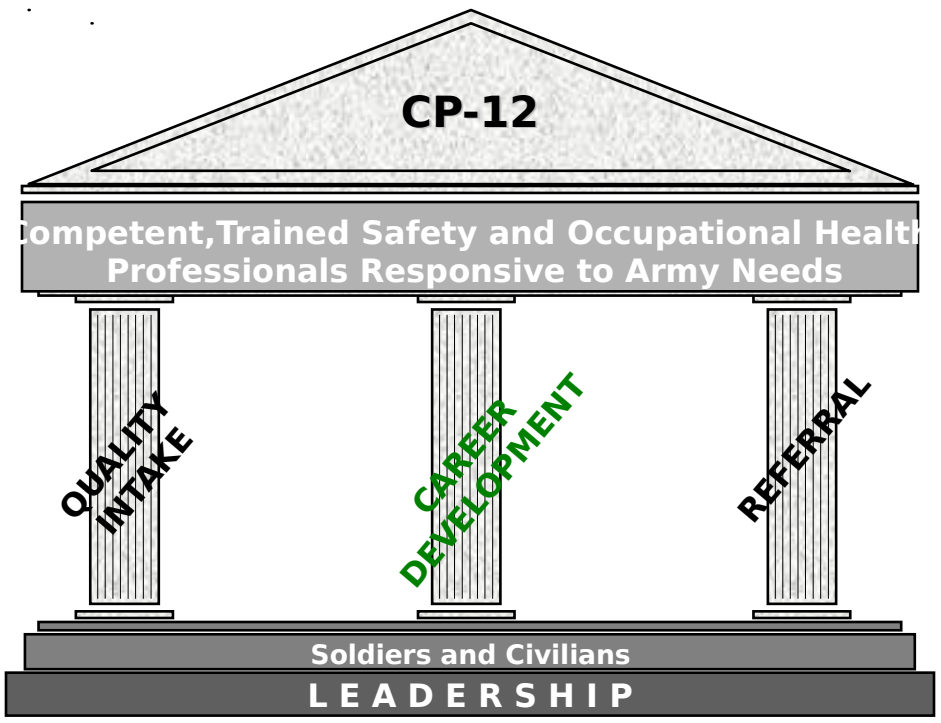

We are continuing to stress professional development and support developmental opportunities throughout our safety professionals' careers:

- Safety courses and seminars
- Non-resident Masters Program for non-interns
- Assistance in undergraduate and graduate programs
- Executive Development Program
- Senior Service College Programs
- Strategic Army Workforce planning.

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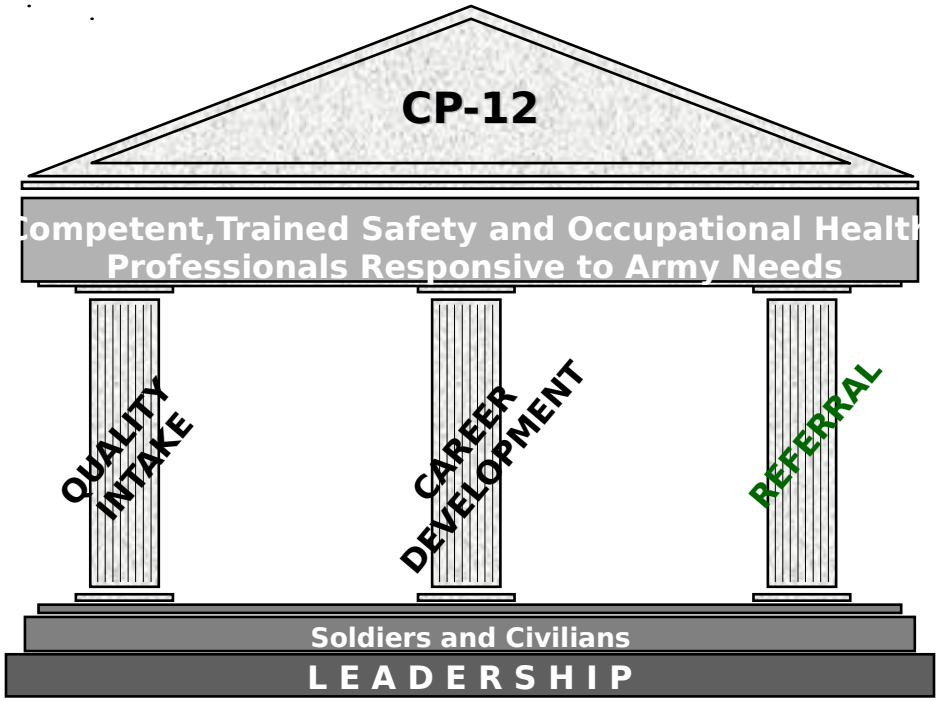

- Army now using Resumix for centralized referral database – FCR approval required for non-CP12 selectees
- CPOL (cpol.army.mil) lists current vacancies and resumix procedures and requirements
- USACRC just purchased Learning Management System to better manage professional development
- Strategic Army Workforce concept is to use subject matter expert boards, require mandatory training and mobility - promote the best and brightest!

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Our challenge – define and solve the issues that are confronting

the CP-12 program…

Transformation and mission changes.

Changes in DoD personnel system.

Downsizing and contracting out.

Aging workforce.

Military to civilian conversion

Leadership, technology, new skill challenges.

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Near Term Challenges:

- ACTEDS Plan - needs revision
- Length of Intern Training Program
- Career Program Planning Board
- Degree Programs – require ASA(M&RA) approval
- Financial Status

Longer Term Challenges:

- Contract Out Intern Training
- Learning Management System – most effective use
- Evaluation of Career Program
- Strategic Army Workforce

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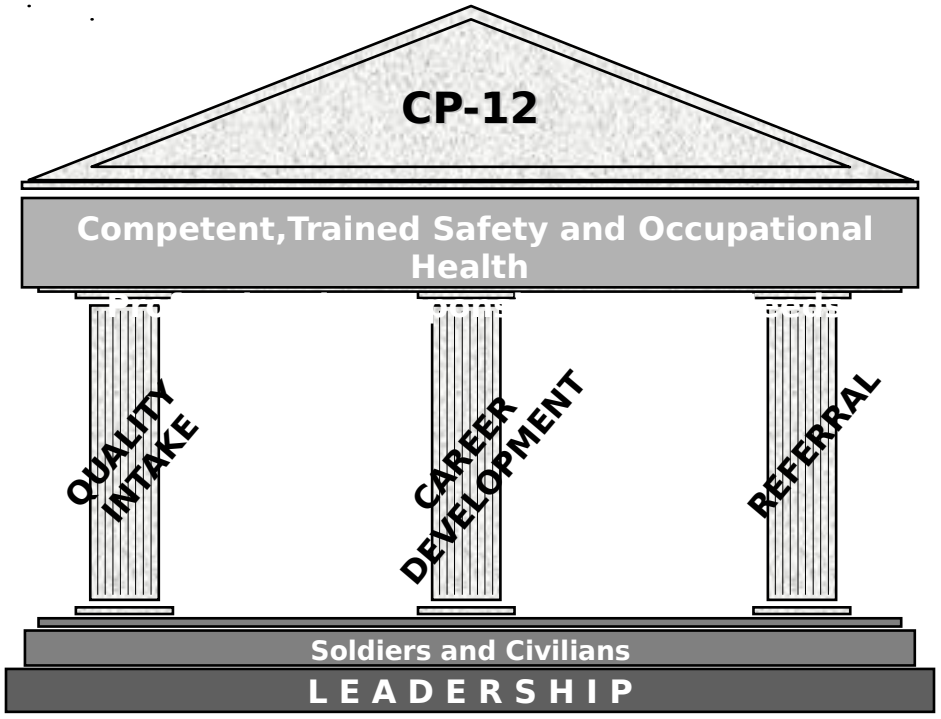
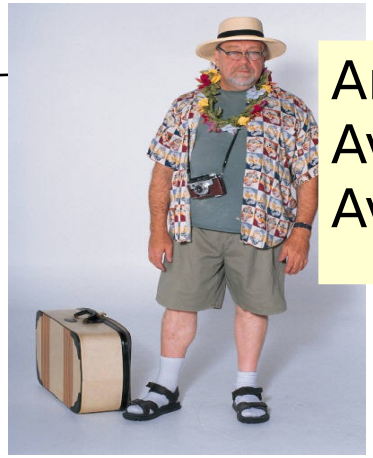


Initiatives

- Conduct CP12 satisfaction survey among careerists - 3rd Qtr FY05
- Publish CP12 Strategic Plan - 4th Qtr FY05
- Establish CP12 virtual helpdesk - 3rd Qtr FY05
- Update CP12 SAFTEDS - 4th Qtr FY05
- Expand Army Safety Training to Navy, Air Force, Marines - 4th Qtr FY05

https://www.asaie.army.mil/Public/ESOH/Safety/safety.html



Army Civilian
Average Age: 46.6 yrs
Average Length of Service: 17.2 yrs

Army Demographics

Challenge and Opportunity to Succeed…
CP12 Enhancing Army Mission Accomplishment
Through Professional Development and Career Management

Comments and Discussion

Background Charts

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Issue Statement: ACTEDS Plan is outdated.

- Document inclusion of 0690 career series
- Document new Career Program Leadership Structure
- Develop mandatory professional development models – prelude to Strategic Army Workforce
- Develop new Intern Training Plans – 0803, 0690, 0018, 1306

Status:

- Draft exists.
- Revise and coordinate

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Issue Statement: Is the 2-year internship the appropriate length for CP12 interns?

- Current phases for 0018, 0690, and 1306 are
  - 5 months Phase I at USASC
  - 13 months at primary duty location
  - 2 months Phase II at USASC
  - 4 months at primary duty location
- Current phases for 0803 are
  - 10 months at Army Logistics Leadership Center
  - 2 months at primary duty location
  - 5 months at Army Logistics Leadership Center
  - 7 months at primary duty location
- Need to consider funding, training needs & plans
- Accelerated promotion requires OPM approval

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Issue Statement: Should we plan for a CPPB in April 05?

- In conjunction with Safety Coordinating Panel COC.
- Possible Agenda Items:
  - Update on new Career Program structure
  - Introduction to Learning Management System
  - Update on Strategic Army Workforce
  - Consider changes to ACTEDS Plan, including Intern Training Plans
  - Inclusion of other Services interns and topics in Army classes

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Issue Statement: Do we want to continue intern education and competitive development university education as degree-awarding programs?

- Degree programs provide credentials, latest knowledge and methods; fosters safety professionals to seek problem solutions.
- Office of the ASA(M&RA) retains authority to approve such programs
- Procedure not defined yet
- No rationale provided for change in policy

Status:

- Inform intern new hires of change in policy
- Submit application for approval of intern and competitive professional development programs.

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Issue Statement: Both the Proponent and FC want to contract out intern training.

- Statement of Work is completed and awaiting OASA(M&RA) approval for funding.
- Only accredited courses currently taught by TEEX are in SOW; Army peculiar courses will continue to be taught by Army.
- Process for OASA(M&RA) approval of online submission of Purchase Request had to be established.

Status:

- OASA(M&RA) identified POC.
- Will route the SOW to DCCW at Ft Belvoir for solicitation.

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Issue Statement: How will the Learning Management System acquired by USASC support the Career Program?

- **Learning Management System has several supporting functionalities**
  - Professional Development Models
  - Individual Development Plans
  - Training and Education Record Keeping
  - Career Program Directory
  - Communications
  - Special studies

- **Need collaboration between Proponent and FC on best use.**

Status:

- **Career program manager review all functionalities, any additional requirements, and make recommendations to Proponent and FC**
- **FC issue guidance on Career Program use Armywide.**

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Issue Statement: Career Program needs periodic evaluations to assure relevance and vitality.

- **Previous challenges mentioned earlier will be replaced by or lead to other Army issues and challenges.**
- **Proponent and FC roles are in transition.**
- **Career Programs may transition to the Strategic Army Workforce**
- **To best support Army, CP12 must evolve continually to maintain its relevance and vitality.**

Status:

- **Currently developing auditing plan for approval by the FC**

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Issue Statement: The Strategic Army Workforce Management Office will brief SA on Focus Groups' recommendation for ESOH sub-track under Engineering and Scientists Track. This is consistent with past FC comments.

- **Need coordination between CP12 and CP16 FC prior to briefing.**
- **Need to establish working group to determine what ESOH consists of**
- **May need MOA between FCs**

Status:

- **SAWMO brief FC.**
- **FCR develop concept and pros and cons for FC.**
- **CP12 FC discuss concept with CP16 FC.**
- **If agreed upon, establish working group to further develop concept.**

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Issue Statement: Some CP12 training bills from FY03 and FY04 remain unpaid.

- **Currently, owe TEEX total of $259,567.00**
- **FY 03 – 11 courses totaling about $87,000.00, not funded**
- **FY 04 – 2 courses totaling $39,500.00, not funded**
- **FY 05 - 9 courses totaling $133,057.00, funded**

Status:

- **ASA(I&E) assisting to obtain prior year funds for FY03.**
- **Will request prior funds from G1 for FY 04 courses.**